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TEAMSTER CONVOY DISPATCH

VOICE OF THE TEAMSTER RANK AND FILE SINCE 1975

April 1996 #149



Employers' Lawyers Join Hoffa Campaign

James Hoffa's campaign for Teamster president is getting extensive legal work from a management law firm whose clients are Teamster employers, an investigation by *Convoy Dispatch* has revealed. Furthermore, the Hoffa campaign has gotten all this legal work essentially for free.

The employer law firm is Finkel, Whitefield, Selik, Raymond, Ferrara and Feldman, located in Farmington Hills, Mich. Their clients list is a who's who of corporations, such as Hyatt Hotels and American Steel. Our investigation has found that they work at beating unions at the National Labor Relations Board and in court, helping to discharge employees, representing employers against our pension fund, and demanding concessions at the bargaining table.

Teamster employers on their client list include Waste Management, Inc.,

which employs thousands of Teamsters, and Foodtown, a large grocery distribution company. Foodtown has a warehouse organized by Local 20 in Toledo, Ohio; the president of Local 20 is Les Singer, who just happens to be running for International vice president on the Junior Slate.

Other employers that Hoffa's firm works for are Thorn Apple Valley, Chicago Beef, and American Mailers. All three employ members of Detroit Teamsters Local 337, which just happens to be headed by Hoffa's boss, Larry (son of Bert) Brennan.

Token Payments

An investigation of forms signed by James Hoffa and filed with the Election Officer on Feb. 1, 1996, reveals that he has made only a token payment over the past year to this corporate firm, although he has received exten-

sive services from them. These employers look mighty charitable toward Hoffa.

Finkel, Whitefield & Selik represent Hoffa and the Junior Slate in dozens of matters, including cases before the Teamster Election Officer and the Appeals Master on a regular basis.

Calls Unreturned

Our information comes from reference books on law firms, computer searches of cases in court, and interviews with attorneys and labor leaders who have had to take on these employer mouthpieces. Calls to Mr. Bradley Raymond, a partner at the firm, to get his side of the story and explain who is paying for their Hoffa campaign work have gone unreturned.

Several years ago this law firm represented a goon squad organized by Jackie Presser and Teamster officials who are close to Junior Hoffa, known

as "BLAST." The BLAST squad was investigated by the President's Commission on Organized Crime, was sued successfully by TDU, and was named in the racketeering case against the Teamster leadership. So Hoffa's attorneys, well paid by corporate clients to defeat unions, also did work for goon squads that commit violence against Teamster members.

Why would corporate attorneys want to help the Junior Slate take control of the largest union in North America? Perhaps their employer clients want a lap-dog union, with top officials who can be bought-off.

Why would Hoffa use attorneys who represent corporations against Teamster members and locals? Perhaps because that's fine with Junior.

Why would any Teamster member vote for this crowd to grab control of our union? You figure that one out—we can't.

Members Know Real Reform vs. Fake

Cleveland Teamsters Reject Hoffa Running Mate

When the votes were counted on March 5, Cleveland Local 407 members elected a majority of IBT Convention delegates pledged to Ron Carey. The vote sent shock waves through our union, because they had narrowly rejected their own local president, Sam Theodus.

One day later, Theodus admitted what the members already suspected: he is running for vice president on the Hoffa-Hogan (Junior) Slate.

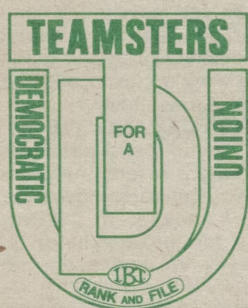
Previously Theodus was politically untouchable in the local. In 1991, when he was allied with Ron Carey, he won by a three to one margin. But something changed: Theodus abandoned the reform movement that he was once a proud part of, went back on his own record, and secretly joined forces with old guard officials.

TDU leader Al Adams, one of the elected rank and file delegates, explained it:

"Sam tried to deceive the membership. In union meetings he was asked if he was running on the Hoffa slate, and always denied it. He told us, 'I'll never run with Hoffa.' Then the day after we beat him, he admitted it. Well the membership knew he was trying to deceive them. They elected us to go to the IBT Convention in July because of our commitment to reform and the Ron Carey Slate."



The 'Green Team' in Cleveland Local 407 defeated Hoffa running mate Sam Theodus.



JOIN TDU

TDU believes a union has to stand up to employers, not join their "team." Our team is the Teamsters!

Join with those who stand up for the best principles of Teamster unionism. Join TDU today.

TDU MEMBERSHIP APPLICATION

Name _____ Local # _____

Address _____

City _____ State _____ Zip _____

Phone (____) _____ Company _____

☐ City ☐ Road ☐ Dock ☐ Clerical ☐ Warehouse ☐ Construction ☐ Production

☐ Other _____ Optional: Spouse's name _____

☐ \$35 one-year's membership & subscription to *Convoy Dispatch*.

☐ \$85 three-year membership fee. (\$10 shall be rebated to the local chapter.)

☐ \$20 for spouses, retirees and Teamsters who gross less than \$17,000 a year.

☐ Check or money order

☐ Mastercard/Visa # _____ Exp. date ____/____/____

Date _____ Signature _____

Return to: TDU, P.O. Box 10128, Detroit, Mich. 48210

TDU membership is kept confidential from employers.

TDU solicits and accepts membership applications and donations only from Teamsters, retired Teamsters and spouses who are not employers.

UNION SOLIDARITY

Auto Workers Strike GM to Save Union Jobs

The largest work stoppage experienced by the Big Three automakers since the 1970s ended March 21. For three weeks, 2,700 UAW workers at two General Motors brake plants in Dayton, Ohio, struck over keeping work in the GM system and preserving decent jobs.

Nearly all production of GM vehicles ceased during the strike, due to the "just-in-time" inventory system where only the parts immediately due

for installation are available on the assembly line. When brake production stopped, no more vehicles were able to be built. Ultimately, 27 of 29 GM assembly plants shut down, directly affecting 177,375 GM workers and an unknown number of suppliers. Units of Ryder and Leaseway responsible for hauling cars and parts for GM lost as much as 70 percent of their volume.

The contract settlement ratified by the workers did increase jobs at the

plants but did not settle the overall question of GM's increasing use of outside suppliers. Auto industry experts feel this issue will be at the center of upcoming Big Three contract negotiations later this year.

Many observers feel that the strike was caused by GM's decision to award a major contract to the largely non-union company Bosch to provide the brakes for the 1998 Camaros and Firebirds. Bosch workers at its nunion Charleston, S.C., brake plant get an average of \$13.15 per hour plus approximately \$3.68 per hour in benefits. UAW members at the struck Delphi division plants receive \$18.58 per hour plus superior benefits. After a pending merger with AlliedSignal, Bosch will employ 11,000 workers, one quarter of whom are unionized.

The issue of jobs has been at the core of a number of strikes against the Big Three recently. In November 1994, Flint auto workers struck against extreme overtime, and won additional jobs at the huge Buick complex. UAW leaders will be meeting April 1 in Detroit to plan their bargaining strategy for the upcoming Big Three contract talks. Many observers state that the issue of job security may predominate over wages, as "outsourcing" work from UAW-represented plants to nonunion suppliers has grown over the course of the current contract.

Outsourcing a Threat to Good Jobs

The following commentary by TDU member Tom Sheibley, a Roadway driver out of Bridgewater, Mass., Local 653, aired on National Public Radio's "Morning Edition."

It's frustrating to watch the United Auto Workers go to all the effort of bringing General Motors to a screeching halt without ever succeeding in galvanizing working people around the strike's central battle over outsourcing. The typical news report focuses on everything except the real problem. Even UAW officers and members seem to skirt the issue, with media quotes like "we just want GM to honor their contractual obligations," or "we hope the strike will be over soon."

Outsourcing, from a working person's point of view, is just a fancy word to describe a process of turning good jobs into junk jobs. It's a race between corporations, with Wall Street as the timer, to see who can be the quickest to farm out the most jobs to low-wage, low-benefit subcontractors. Outsourced jobs sometimes stay in the United States, but the preferred destination is usually some repressive third world country where working people are rightfully afraid for their lives if they stand up to their employer. Companies like GM of course justify this by asking us all to bow toward the corporate god of competitiveness. But if their strategy succeeds to its ultimate end, it will be American wages that drop low enough to be "competitive" with third world wages. The resulting collapse

of American consumer demand could well drag us down into global economic depression.

Now this to me is a hot-button issue. The trucking company where I'm employed frequently gives away my work. The freight goes to a fly-by-night local firm whose underpaid drivers are forced to lease their trucks from their boss and buy their own health insurance. And a day later, I'm laid off for lack of work. Certainly textile and garment workers can tell much worse stories than this about jobs siphoned off to sweatshops in El Paso or Guatemala. For thousands or millions of Americans this process of outsourcing has chipped away at the foundation of our economic security, and the whole structure appears ready to collapse.

So why is the UAW, a union that once took on Henry Ford and his hired gang of thugs—and won, so subdued? Union leaders grumble about contracts as if they were lawyers, leaving it to a Republican presidential candidate to rally working people with flaming rhetoric about standing up to corporate greed. Time was when we might have all walked off the job for a day, just to let the strikers know that we were behind them. The auto workers, who are carrying the flag for all working people in this battle, need to frame this outsourcing issue in its clearest, most compelling terms. And we in the labor movement must find a way to show them we understand this is not just their struggle, but everybody's.

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How to Contact TDU

We want to hear from you. Contact us at the address below for more information about TDU, or to send us articles or letters concerning Teamster-related issues.

National Office: P.O. Box 10128, Detroit, Mich., 48210. (313) 842-2600.

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Who We Are

CONVOY DISPATCH is the voice of Teamsters for a Democratic Union. We are the united rank and file movement to reform the Teamsters, created out of the merger of PROD and TDU.

We are truck drivers, dock workers, production workers—every kind of Teamster, and spouses, too.

We are a grassroots organization with chapters from coast to coast in the USA and Canada. We believe in returning this union to the membership and we are doing it. We are a democratic organization in which every member has a voice and vote. Our 15-member International Steering Committee was elected in October 1995 for one year. Our Rank & File Convention had nearly 600 representatives present.

We are proud Teamsters standing up for our rights. TDU invites all Teamsters interested in defending our contracts and reforming our union to join us. We do reserve the right to exclude those who are opposed to TDU and its principles.

Rank & File Bill of Rights

I. DEMOCRATIC BY-LAWS. All business agents and stewards should be elected. Vacancies in office should be filled by special election within three months. Local union committees should be elected. Contract and strike votes should be by majority (not two-thirds). All contracts should provide for elected officers retaining company seniority.

II. DIRECT ELECTION OF OFFICERS. General President and all International officers should be elected by the membership. International VPs elected by regions. An end to trusteeships and split-off locals.

III. A FAIR GRIEVANCE PROCEDURE. Innocent until proven guilty, right to remain on the job until final procedure completed. Grievance procedure should include right to a speedy trial, arbitration by peers, and the right to strike if necessary.

IV. PRESERVATION OF WORKING CONDITIONS. The union's purpose is to expand and preserve what we have, not trade it away for anything less. People come first, not productivity.

V. SAFETY AND HEALTH. We have the right to enter the workplace without fear for our health and leave in the same condition we arrive. Teamsters should have the right, backed up by our union, to refuse unsafe work or hazardous conditions. We are not machinery.

VI. EIGHT-HOUR DAY AND FIVE-DAY WEEK. Forced overtime and unfair dispatch rules destroy our family life and cost us jobs. No mandatory overtime, "flexible" work weeks, or 70-hour slavery. We are for the advent of the four-day work week. We work to live, not live to work!

VII. A DECENT PENSION. Every dollar in the pension funds belongs to us. We are entitled to 25-and-out, cost of living on pensions, and union pension trustees elected by the rank and file and retirees to safeguard our money.

VIII. JUST SALARIES FOR OFFICERS. A union officer can't understand the problems of members who make less than half what he makes. No officer should make more than the highest paid working members in his jurisdiction. No multiple salaries from union, company, or government sources, or special fringes and pensions. Salary increases limited to the average increase for membership, and subject to membership approval.

IX. EQUALITY AMONG TEAMSTERS. Bring all wage levels up to the highest standards, not a lot for the few and little for the many. Fight the hardest for the lowest paid.

X. END TO DISCRIMINATION. Employers have used the differences in age, race and sex to divide us for decades. We oppose these injustices and divisions. Support affirmative action to correct past injustices. Employers should bear the cost of their past discrimination, not the members.

Support Diamond Walnut Strikers

Teamster Local 601 is soliciting donations to buy Easter food baskets for Diamond Walnut workers and their families, who have been on strike for five years.

Donations may be sent to Diamond Walnut Strike Fund, Teamster Local 601, 745 E. Miner, Stockton, Calif. 95202.

TDU International Steering Committee

Co-Chairs:

Dan Campbell, San Antonio Local 657
Diana Kilmury, Vancouver, B.C., Local 155
Michael Ruscigno, New York Local 138
Michael Savvoir, Kansas City, Mo., Local 41

Organizer:

Ken Paff, Detroit

Trustees:

Frieda Burgan, Phoenix Local 104
Mike Caffrey, New York Local 868
Mike Turnure, Minneapolis Local 320

Members:

George Beam, Lexington, Ky., Local 651
Patricia Franks, Allentown, Pa., Local 773
Gillian Furst, Minneapolis Local 1145
James Jacob, Providence, R.I., Local 251
Homer Lambert, Chicago Local 743
Patrick McBride, Tacoma, Wa., Local 599
Lucio Reyes, Stockton, Calif., Local 601

Alternates:

Bob Blanchet, San Jose, Calif., Local 287
Alex Adams, Cleveland Local 407
Willie Smith, Columbus, Ohio Local 413

FREIGHT NEWS

Disaster Could Lie Ahead

Reopen Freight Contract?

The beauty of the Right to Vote is that if you don't like your union leaders you can vote for different ones. TDU has struggled against the old guard for this principle for 20 years.

With rights come responsibilities. You have to live with the consequences of your choices. Later this year you will choose between Hoffa Junior and Ron Carey.

Hoffa Junior says he wants to reopen the NMFA. This is from Hoffa's own advertisements for himself, on page 43 of the March *Teamster* magazine.

Think about it. A contract can only be reopened if both management and

the union agree. Do you think Yellow Freight, CF, Roadway or ABF would be willing to reopen the NMFA to give some goodies to us? Once a contract is open, everything is up for grabs: concession demands, another strike, a lockout, and other possibilities.

The corporations are crying poor and losing money. They are going to talk about competitiveness, flexibility ... you've heard it all before.

A leader who would play into the employers' hands by letting them reopen the contract now would either be stupid or in bed with the companies. Can we afford a leader like that?

LA Drivers Challenge Owner-Operator Status

by David Bacon

There are some jobs that make people want unions. Driving a truck in the L.A. harbor is one of them.

But the federal government says harbor truckers, and millions of other workers like them, cannot join a union. They may look, think, talk, and work like workers, but the government tells them they are not workers at all—they are independent contractors.

The truck drivers of the Los Angeles harbor disagree. In an era when people are supposed to want to get out of the working class, to become entrepreneurs, they want to stay in it.

Los Angeles' harbor truckers are typical of a growing segment of the American workforce. The government says they sell their labor to employers, but aren't employed directly by them. But like the truckers, many people in this contingent workforce see the distinction as a legal fiction, designed to strip them of their labor rights and deny them benefits most other workers

Overnite Update

Overnite Transportation announced the layoff of some 1,000 employees in early March. Also, Overnite revealed a \$10 million loss for 1995, after years of high profits. Trucking analysts agree that Overnite has spent millions in fighting the unionization drive by their employees and the Teamsters union.

The hearing on NLRB bargaining orders issued at 17 terminals continues. Hearings will be in Atlanta in early April and move to Louisville on April 9. The NLRB is demanding that Overnite recognize and bargain with the Teamsters union at these 17 terminals, in addition to all the terminals where the union has already won NLRB representation elections. Because it's an important national case, the NLRB is holding the hearing in rotating locations.

enjoy.

Federal deregulation of the trucking industry turned the harbor drivers into owner-operators at the end of the 1970s. Instead of receiving an hourly wage, trucking and shipping companies began paying them by the load. Where the companies once paid the cost of gasoline, insurance, truck repairs, workers compensation, and unemployment insurance, these costs now are borne only by the drivers.

Freed of these costs, company profits went up. But as a result, truckers say, their income dropped to \$15,000-\$20,000 per year.

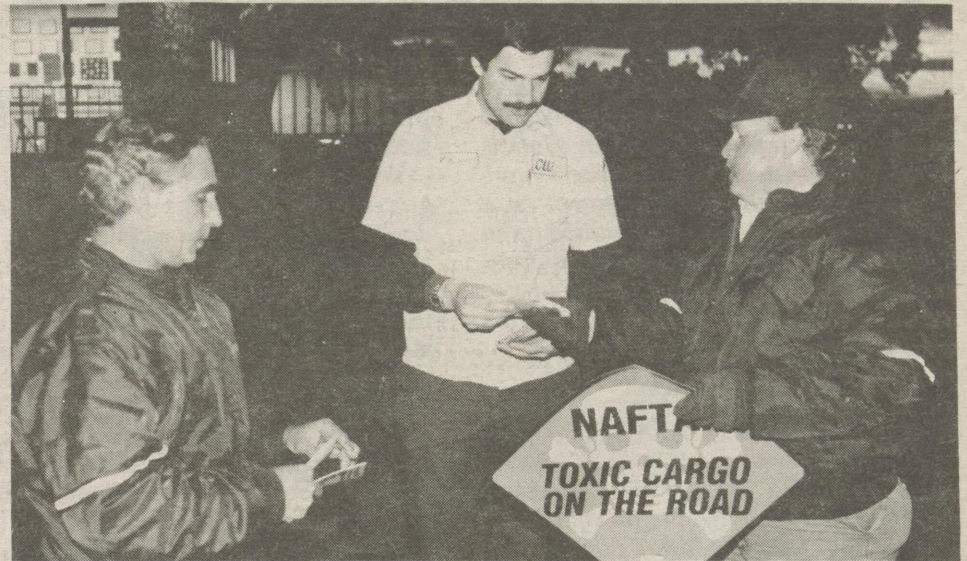
Wait

Raul Miramontes is a trucker in the LA and Long Beach harbor. He describes his life: "In order to get a load, you have to get up early, at four o'clock in the morning," he explains. "You pull yourself up into the cab of your truck while you're still half awake—you don't even see your family before you leave. Then you go down to the harbor and get into the lines. And you wait."

At the terminals, hundreds of cabs and empty trailers stand with their big diesels running. The air turns thick and acrid from the blue smoke. In the distance, huge ships are pulled up next to the docks, containers stacked so high on their decks they seem like tall buildings. Enormous container cranes stack and unstack them, moving them like toys from dock to shop and back.

"Finally, you get to the head of the line and you get a container," Miramontes says. "Then you're on the freeway, making time as fast as you can, to deliver it to the customer. When you get there, you usually have to wait to unload as well, before you go back down to the harbor for another pickup. And during all those hours of waiting,

continued on page 5



Teamster members in San Jose, Calif., Local 287 talk to a Con-Way employee about the effects of NAFTA on the trucking industry, highway safety, the environment, and what the Teamsters union is doing about it. A lawsuit filed by the Teamsters union has temporarily delayed provisions of NAFTA that would allow U.S. trucking companies to shift jobs to Mexico where drivers are paid as little as \$7 to \$12 per day. On March 13, Ron Carey met with officials representing truck drivers in Canada, Mexico, and the U.S. at a NAFTA Truckers' Summit in Chicago. They developed an action plan to educate truckers on both sides of the border about the job-destroying effects of NAFTA and to step up grassroots lobbying efforts to continue the delay in implementation of NAFTA's trucking provisions.

Freight Lines

Roadway Dockhands Beware.

Once again Roadway Express is trying to impose a production standard in violation of Article 20 of the NMFA. The production standard is disguised in the form of a plan to "coach" dock Teamsters who are deemed to be unproductive.

Recently a management tape surfaced at the Stroudsburg, Pa., terminal which outlines that if employees do not maintain an "efficiency index" of 75, then progressive discipline should take its course. Management is to monitor such employees and use "failure to follow instructions" for discipline.

If you are receiving "coaching" or "counseling" to increase your efficiency, then you have probably been targetted, so beware and contact your local union.

ABF's Proposed Change: Undoing Mistakes.

ABF has proposed a change of operations which is designed basically to undo the change they underwent last year, when they merged Carolina into ABF. They made what now appears to be a disastrous miscalculation that they could keep some 40 percent of Carolina's regional freight.

In fact, they retained almost none of it. They've lost \$10 million a month, now down to \$5 million due to cutbacks. ABF calls it "a gush of red ink."

Now they propose to eliminate the regional distribution centers and return to the former long-haul terminal set-up. The consequence for Teamsters is more layoffs, especially in Springfield, Ill., where the breakbulk is slated for closing. Other losing terminals are Philadelphia, Nashville, and Asheville, N.C. ABF has expansion plans for its terminal in Dayton, Ohio, but that is not taken into account in the proposal.

The Teamster Freight Division is studying ABF's proposal. A hearing will be held on April 10. We cannot prevent ABF from laying people off, but should fully protect the principle of seniority.

40-and-Out: Up to Locals, Members to Enforce.

It's now up to members, stewards, and local unions to strictly enforce the arbitrator's decision regarding 40-and-out, both at breakbulks and at end of the line terminals. Reports so far indicate that enforcement is mixed, but where the issue is pushed, most managers are complying.

A major area of contention concerns supplements (particularly the Southern Region and also Central Pennsylvania) which have always had 40-and-out. The employers are claiming the decision does not apply in these areas. The union asserts that this is a *national* decision and expects that to be upheld by the arbitrator. We recommend that grievances be filed immediately at affected terminals.

The IBT sent a bulletin to all freight Teamsters with a summary of the decision. The full decision is available from locals, or from TDU.

Interview with Ken Hall

Enforcing the UPS Contract

Ken Hall is Interim Director of the International's Parcel and Small Package Division which covers the 185,000 Teamsters employed at UPS. Hall is working to get all UPS members more involved in contract enforcement on a range of important issues leading up to next year's contract negotiations. Convoy Dispatch spoke with Hall about current issues affecting UPSers and his goals for the small package division.

Team Concept

Convoy Dispatch (CD): A lot of people have questions about team concept. What has the International done on team concept and where do we stand?

Ken Hall (KH): We did regional meetings with all the local officers to get their input and to develop a plan for attacking team concept. We have produced videos and taken a stand all across the country—where team concept is in place it should be stopped if possible; where it is not in place locals and members should fight against any attempt to put it in; and where it is in place and the members and locals can't stop it, make sure that stewards and activist members get involved so that we protect the contract. If a steward writes in and asks for a copy of a video or any other information, we can help them. Clearly, where we have been very active and very aggressive, team concept is just not working.

CD: Let's turn to driver training. Is there a possibility of negotiating something with the company on that, separate from team concept?

KH: It is a possibility, but it is a controversial issue. It was unanimous in the regional meetings that having members supervising other members is not something that we are prepared to agree to now or any time. On the training side, the locals agreed that this is something we could reach an agreement on if there are proper guidelines. I'm hearing from members that they would like to see an agreement for Teamsters to train other Teamsters, but only with proper protections and recognition of seniority.

We've had a number of meetings with UPS, we've put together a committee to discuss this with management and a number of issues have been resolved. The issue that has not been resolved is evaluation. We are absolutely opposed to having one member evaluate another member.

Feeders

CD: Feeder drivers are concerned about subcontracting. The International has taken Apollo off the approved carriers list and members are saying that UPS is ignoring this decision and they still see Apollo and other carriers pulling loads. What about that?

KH: It's a major issue. In late December, I notified the company that I was rescinding any prior approval for Apollo as a "premium service" carrier. But what they've done is to use another company, TDI, in areas where they had approved Article 43 contracts, specifi-

cally in Denver and Louisville, and they've used them to go out of the approved area and perform some of the same work.

We immediately filed a national grievance which will be on the April docket, and we also asked the locals involved to file grievances. We're not going to let UPS jerk us around on this.

Every time one of our stewards or members sees a contractor in the building, the company takes the position that, "That's approved by Article 43. That's one of the approved runs," when in fact in most cases it isn't.

That's the reason we changed the policy on the Article 43 committee to say that before any runs will be approved by my office it must first be reviewed by the local. The locals are best equipped to know whether those runs can be done by their hourly drivers. If the local says no, and shows us why it can be done by our normal feeder relay system, I will not approve any outside carriers.

CD: What about mileage runs?

KH: There are some members who like mileage runs in the locals when the work is actually coming off the rails. I understand why, in those cases, some members would say, "Why is the IBT fighting the company over this issue? We want the work." The problem is, UPS has used this agreement around the country as a wedge to get mileage runs to replace existing feeder relay work—hourly work.

We have cases around the country, such as Dallas, where they will have a mileage turn run from point A to point B and at the same time there is an hourly run between those two points. And so while it's difficult to turn down the opportunity to take work off the rail, for the sake of creating a few jobs around the country it's not worth the risk of destroying the contract. Our position is real clear about that—if UPS wants mileage in the feeder department, then put it on the table in 1997 so our members can decide that.

Over-70 Pound Issue

CD: Where does the over-70 arbitration stand?

KH: We are currently in arbitration and there have been several days of hearings over the overall issue of whether UPS had the right to implement the over-70 policy. Another separate issue is that UPS filed suit against the IBT over the one-day strike. The court dismissed UPS's lawsuit and told them to pursue it through the grievance procedure. UPS presented it to the national grievance panel in January, and this will also go to arbitration. Our position is their claim is untimely.

Two things are causing some legitimate delays. One is the arbitrator, George Nicholau. It's hard to get dates from him. And both the union and the company have used expert witnesses, which is very time consuming.

We're trying to attack this on another front. Two weeks ago we deadlocked a case from my own local in

West Virginia. They are **not** abiding by the Feb. 7 agreement, particularly the bargaining unit assistance. The company failed to provide bargaining unit help in delivering over-70. That case is deadlocked and it's going to the national level. Interestingly, the company has agreed that that grievance is going to settle 2,100 grievances we've got on bargaining unit assistance. So we have two fronts and we're attacking it each way. Meanwhile, the agreement won in the strike is still in effect.

The Next Contract

CD: The contract expires about a year and three months from now; what would you anticipate in terms of a battle over that?

KH: I think we're going to have a major battle. The important thing is that we step up the communication with our members so that they get real facts and not stories from UPS that "Times are tough. That's why we eliminated 4,000 management positions." The bottom line doesn't indicate that times are tough. We want UPS to recognize that it's not all the officials in the Atlanta office that have made this company as profitable as it is today. It's those folks who are loading and unloading trucks and delivering packages, moving them from one center to another across the country.

I think it's important that we make an all-out attempt to negotiate changes to the grievance procedure to prevent the company from dragging out arbitration. It's not as if it's such a major issue to negotiate this kind of condition. But it's difficult to convince members that this should be an issue that's in the top five of strike issues.

Part Timers

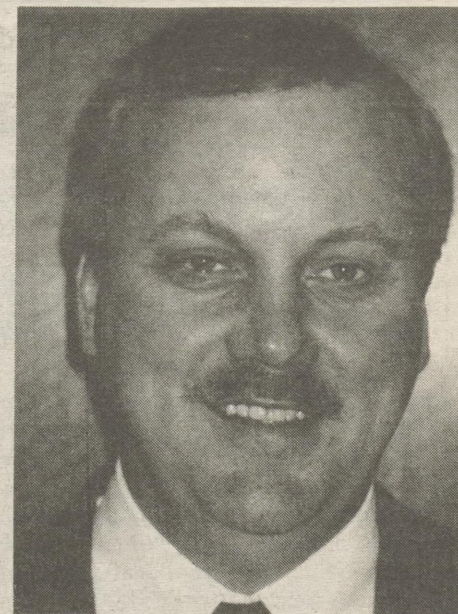
CD: Beginning in 1982, when the two-tier clause came into play, a situation was created where we now have 50 percent of the people making \$19 per hour and 50 percent making \$8 to \$11 per hour. That's a dangerous situation for any union to get in—what would you say to that?

KH: We must make that one of the key issues in these negotiations. Anyone who says they're going to bridge the gap totally is not being truthful with the members—that's not reality.

If we are going to be successful the company has to see that part timers are involved and interested and that they can't take their vote for granted. That won't be accomplished by my telling UPS that across the table. It has to be done through the part timers becoming much more active.

CD: Involvement has gone down, as you said. Can we convince the full timers that it's in their interest to fight on this issue?

KH: Absolutely, because if we raise the stakes for part timers it gives the company much less incentive to create more part-time positions. It doesn't take a rocket scientist to figure out that the \$8 rate is not sufficient; otherwise, they wouldn't be paying a bounty in the major cities to try to get people to



come to work.

We have this group now of 5,000 to 10,000 part timers who have been around for a while and they're just at the point where pensions become a big issue. For example, I know a steward in the local with 15 years. I asked him to inquire what his pension benefits would be, and he accrued a benefit of \$47 a month as a part timer. If we are going to get part timers involved then we have got to bring that group of people in who have been part-timers for a long time. Because that's who the other part timers look to.

We're Not 'Get Along, Go Along'

CD: You, and the International in general, have taken an aggressive approach, whether it is on team concept or other issues. We know a lot of officials don't like it, they want to go back to the old go-along, get-along days. Why do you think that is and how can we work around it?

KH: If we are going to be successful with UPS then both the members and local union officers have got to understand that go-along, get-along doesn't work with this company. I think over the years UPS has convinced a lot of Teamsters, including local union officers, that as long as you don't cause them any troubles, they're not going to cause any trouble for you.

They're a sophisticated company and if you're going to fight them, it's going to take a lot of hard work. It may be easier to just go along with them, but that's not what we're about. Clearly, we can't expect the IBT to take on the company if at the same time the locals cut deals the opposite of our position.

A lot of this job is common sense, it depends on whether or not you have it in your heart to represent the membership. And if you don't, I don't give a damn how smart you are, you're not going to be successful.

My goal for the division is to try to increase cooperation between the International union, the members, and the local unions so they'll be successful. It just can't work if we are going to have the IBT and the locals take separate positions on the same issue. I think what concerns UPS members, or other members for that matter, is not all of the things that go on in this union—what concerns them is what the contract they live under says and how the grievance procedure gives them the opportunity to correct problems.

Grievance on Apollo Filed

Union Fights UPS Shell Game on Article 43

A contract is only as good as its enforcement. To no one's surprise, UPS is blatantly trying to get around the contract by subcontracting unapproved feeder runs to Apollo/Optimum and other outside carriers. Why are they doing it? Because they could get away with it—until now.

National Grievance Filed

The International's small package division has filed a national grievance over flagrant violation of articles 32 and 43 of the master contract. The grievance will be heard at national panel hearings in April. The union is asking that all affected bargaining unit members be compensated for the number of hours during which non-ap-

proved carriers performed premium service work.

But the fight doesn't stop there. We can't let our leaders fight the company alone. The strength of the union's case is dependent on total vigilance by local unions, feeder stewards, and all UPS Teamsters. Communication and follow through are the key. That's why Interim Director Ken Hall is asking all affected local unions to file grievances on all of UPS's use of Apollo/Optimum as a premium service carrier. This includes any runs by TDI drivers outside of their approved jurisdictions in locals 63, 89, and 435.

In late December Hall rescinded approval of Apollo as an approved Article 43 carrier because of their sub-

standard terms of employment, particularly in terms of pension coverage. UPS started sneaking around this decision soon after Hall had contacted the company, prompting immediate action by the union.

File Grievances

Feeder stewards Mark Dray and Gary Martinson out of Minneapolis Local 638 gathered 144 signatures onto two group grievances over unapproved Apollo activity in the Twin Cities area.

Dray said, "If each affected local does that we'll be putting more power in the union's hands and give our officers ammunition to do their work and resolve the issue. There's strength in numbers. That's what a union is."

They also report that gathering signatures served a dual function in helping feeder drivers to talk about the issue, share information, and get armed and educated on stopping UPS from cheating on the contract.

Feeder drivers should document the time, date, destination, company name (both tractor and trailer) and ICC numbers if possible for all violations in your yard and file a grievance in all instances. Local unions will submit this information to the parcel division in support of the national grievance in April.

Article 43 was designed to protect existing feeder jobs and increase bargaining unit work through UPS' expansion of its special premium services. Any request for runs by outside carriers on premium service work must be reviewed by the affected local

union(s) to insure the work cannot be done by the normal feeder relay system. They then make a recommendation to the premium service committee.

It's up to us to put an end to UPS's shell game on Article 43. Be vigilant and file a grievance when you see Apollo/Optimum or any unapproved carrier in your yard.

Ken Hall Urges Locals to File on Apollo

On Jan. 31, Interim Parcel Director Ken Hall sent a fax memo to 10 affected local unions advising them to "file a local grievance concerning these [Article 43] contract violations and document any Apollo/Optimum activity within their jurisdiction for purposes of the grievance, or, if necessary, the arbitration of this issue." Hall's memo was faxed to the following locals:

Hickory, N.C., Local 61; Los Angeles Local 63; Louisville, Ky., Local 89; St. Paul, Minn., Local 120; Milwaukee Local 344; Denver Local 435; South Carolina Local 509; Nebraska Local 554; Minneapolis Local 638; Madison, Wisc., Local 695

If you see Apollo/Optimum in your yard, they are **not** an approved carrier. Grieve it **now**. Don't let a supervisor or business agent tell you otherwise.

UPS & Downs

Big Brown Gives Big Bucks To Gut OSHA.

UPS, with an injury rate over 25 percent higher than the industry average, gave more money to members of Congress than any other corporation in the Coalition on Occupational Safety and Health, the misnamed collection of special interests leading the effort to gut OSHA's budget and enforcement powers. According to the *Atlanta Journal-Constitution*, the coalition gave \$3.6 million to members of Congress. UPS handed out \$828,000 of that total amount. Seventy-six percent of UPS managers contribute to the company's Political Action Committee. The *Journal* reports that UPS spent over \$158.4 million on workers compensation claims in 1995, making it one of the most cited companies in the United States for safety violations. Is UPS trying to gut OSHA because it's cheaper than making their company a safe place to work? The *Journal* asked Joe Schneider, UPS Vice President for Human Resources, if UPS was at war over OSHA. "On some issues we are," Schneider responded quietly.

UPS has the largest corporate PAC in the United States.

But Sometimes Big Bucks Are Not Enough.

In mid-March Rep. Ballenger (R-NC) announced that he was abandoning his year-long effort to gut OSHA. Ballenger shelved his bill that was promoted by a UPS-led corporate coalition with the goal of handcuffing the government's ability to protect safety on the job by slashing the agency's budget and making compliance voluntary. A spokesperson for Ballenger admitted, "From the public relations standpoint, the opponent's viewpoint is easier to sell ... that this is going to kill workers." No kidding.

Illinois Teamsters Stand Up To Big Brown.

Illinois Teamsters defeated a bill in the Illinois legislature that would have blocked a Teamster lawsuit requiring UPS to pay back wages for overtime work. Illinois law used to grant overtime pay to Illinois UPS feeder drivers and other Illinois truckers. But the law was repealed in such a way as to deny UPS feeder drivers previously earned overtime pay. Illinois Teamsters filed a class action suit to overturn the bill. UPS then tried to block the lawsuit by introducing the ultimate "special interest" legislation—a bill to outlaw the Teamsters suit. The bill passed the Illinois House but statewide mobilization by Teamster members defeated the bill in the Senate.

Management Cheatsheets.

Nothing is left to chance at UPS. Even the presentation of Safe Driving awards are standardized and directed from Atlanta. For these presentations managers are provided with palm-sized cheatsheets to guide them:

Be Personal, Be Sincere, Be Yourself

Mention the exact number of years of safe driving being recognized.

Be specific. Point out:

Suggestions the employee has made.

Extra effort made to complete a project.

Personal sacrifices in support of objectives.

A good attitude and team spirit.

Promotions received.

Tie the employee's accomplishments to the company's progress. You might mention new projects launched, new business acquired, or new procedures established during the employee's years with the company.

Harbor Drivers Challenge Owner-Operator Status

continued from page 3

you don't get paid anything."

Waiting isn't the only thing, he says, that gets under a driver's skin. The containers, which are the size of a semi-trailer, aren't inspected properly. When they're poorly packed and the cargo inside shifts suddenly, the whole rig turns over. On a freeway that can be deadly, not only for the trucker but for other cars around as well.

Immigrants

Over 90 percent of the 6,000 drivers who move containers in and out of the Ports of Los Angeles and Long Beach are immigrants, most from Mexico and Central America. They have been battling to change their owner-operator status for two decades, since the National Labor Relations Board (NLRB) ruled that, as owner-operators, they no longer had a right to a union.

Despite the NLRB, drivers struck three times, in 1984, 1988, and 1993, and shut the harbor down.

The biggest strike, in 1988, lasted six weeks. The strike ended after one of the companies brought in 300 people from El Salvador, promising to get them legal status in return for breaking the strike.

These harbor wars are part of the immigrant labor upsurge reshaping

southern California's union movement, which has seen drywallers and framers, janitors, farmworkers, hotel workers, and factory workers all strike and win union contracts in the last few years.

"We all come here with the intention of sharing the American dream," Ural says. "But once we get here, we see the reality. We can't have that dream. Employers had a purpose in bringing us here—they want our labor because it's cheaper. But we are not against unions. We are all union people. That's why we're trying to organize."

Almost all 6,000 harbor truckers have signed union cards with the Communications Workers of America. They have weekly meetings at the CWA hall that draw hundreds—sometimes a thousand—drivers. Recently they organized a miles-long caravan of hundreds of big rigs from Lynwood to Long Beach city hall.

They hope to convince employers to recognize a dispatch and hiring hall run by the drivers themselves, which would regulate the work and end the long lines.

"In the last strike," Ural says, "it only took us a day to get the support of over 3,000 drivers. The trucking companies should listen to us carefully."

Reprinted from Labor Notes.

1996 TEAMSTER CONVENTION

Delegate Elections: Democracy in Action

Ken Paff
TDU Organizer

Our union has seen major changes in recent years. The right to elect delegates to our convention is one of the most fundamental, because it means our union conventions will not just be the "good old boys club." That's why virtually every member of the Junior Hoffa Slate voted in 1991 to eliminate that right—it scares the crap out of them.

But they can't eliminate that right, so they are trying to neutralize it. How? First, by their control of most local treasuries, and the vast majority of the \$450 million per year in Teamster dues income. They've spent millions of dues dollars spreading the lie that "Carey bankrupted the union." Second, by pretending

in most contested elections to be "neutral," hiding who and what they are really for. It's the idea that you can fool some of the people all of the time. Those are the people they are counting on.

Democracy means a big change in the most recent IBT Conventions. In 1986 about two percent of the delegates at the Teamster Convention supported reform. The Juniors had it all to themselves. In 1991—with the right to elect delegates—we had 15 percent for reform. In 1996 we are aiming for a majority at the Teamster Convention to be held July 15-19 in Philadelphia. What a difference!

As this is written, we are midway through the delegate elections. We can start to look at where things stand.



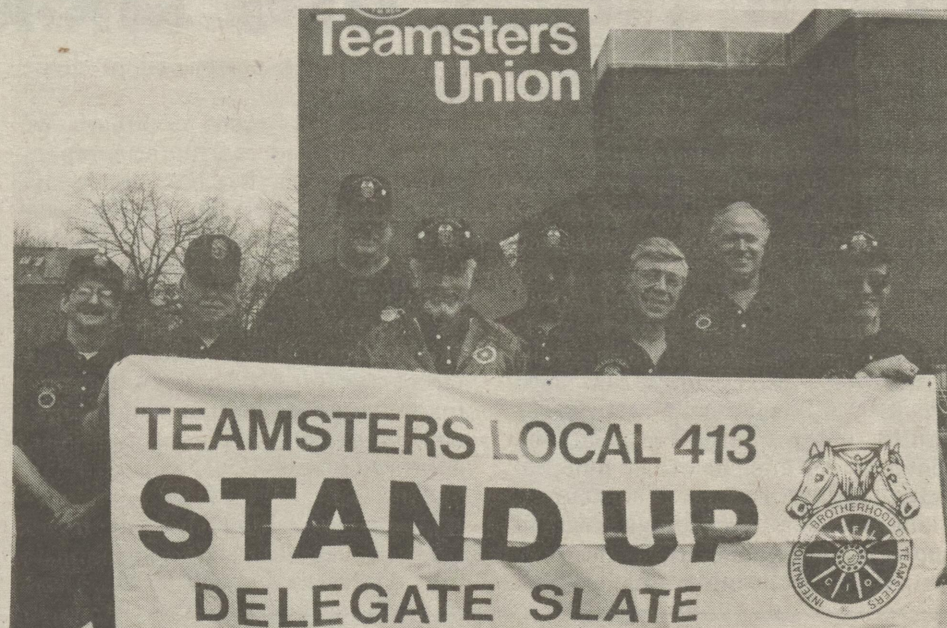
Pictured left to right: Dennis Huss, Tim Donovan, Doug Swanson, Bob Ward, Terry Meadows and Diane Hendricks, newly elected delegates from Local 916.

Despite Hoffa Visit

Reformers Win in Local 916

In Springfield, Ill., Local 916, the Ron Carey slate for delegates defeated the Hoffa-backed Restore the Pride slate by a decisive margin. Dennis Huss, an elected delegate who works on the docks at ABE, disagrees with the old guard cry for local autonomy. He says, "Hoffa wants to take us backwards. We can't have a bunch of little fiefdoms doing whatever they want. We need a strong International to take on these multinational employers."

In the closing days of the campaign, Hoffa himself made a stop at the large ABE terminal, where workers had recently learned the company was proposing a change of operations that would displace some 300 freight Teamsters. Many viewed Hoffa's appearance as a sleazy attempt to gain political mileage out of their misfortune. Hoffa departed quickly when ABE Teamster David Issacs challenged him to discuss the issues.



The Stand Up delegate slate was elected by the 4,200 members of Columbus, Ohio, Local 413. Quite a change from 1991, when Local 413 sent delegates to support the old guard. Delegate Willie Smith, road steward at Yellow, said, "We ran proudly as supporters of Ron Carey, while the incumbent officials were pro-Hoffa but refused to admit it. They masqueraded as reformers, copying our program, but the members were not fooled."

Hoffa Targets Freight Locals, Fails

James Hoffa has targeted freight Teamsters in his campaign, attempting to capitalize on members' hardships in this hard-hit field. He's had some success in getting his bogus message out: some Teamsters want to believe that if we just reopen the contract, employers will hand over the store.

But the delegate elections show a deep reservoir of reform support among freight Teamsters, and a strong understanding that we cannot go backward to the old guard.

Southern Region

Across the South reform and Carey forces have won most contested delegate elections. In **Memphis Local 667** a rank and file Carey slate took all four delegate spots. In **Nashville Local 480**, another four went to Carey, defeating a Hoffa slate. Other large freight locals where reform/Carey slates swept away old guard/Hoffa slates are **Oklahoma City Local 886** (five delegates), **Houston Local 988** (four delegates) and **Atlanta Local 728** (nine delegates). Hoffa's running mate T.C. "Goon Squad" Stone won the delegates in Dallas, but most other large freight units in the South are sending reformers to Philadelphia.

Central Region

Ohio trucking locals such as **Columbus Local 413** (five delegates), **Youngstown Local 377** (five delegates), **Cleveland Local 407** (three Carey delegates) have chosen Carey delegates, and the betting is that Cincinnati Local 100 and Akron Local 24 will do the same. Other major trucking locals in the Midwest such as **Louisville, Ky., Local 89** (18 delegates) and **Milwaukee Local 200** (nine delegates) and voted heavily for Carey and against Hoffa delegates. TDUer Tim Buban, CF employee and delegate from Local

200, noted that Hoffa is courting freight Teamsters by promising to reopen the contract. "Reopening the contract right now would be the worst thing that could happen to freight Teamsters. We stopped the part-timer issue in 1994 with a strike. Now Hoffa wants to give the employers another chance at it. The members say no."

Hoffa-Hogan slates have won in two traditional old-guard strongholds, **Kansas City Local 41** and **Chicago Local 705**, and won three out of four delegates in **St. Louis Local 600**.

East and West

In the East and in the West some large trucking locals have surprised Hoffa with a rejection. **Harrisburg Pa., Local 776** (seven delegates), the largest trucking local in the East, shut out the Hoffa delegate slate. In **Boston Local 25** (10 delegates) Hoffa supporters also lost out. In **North Carolina**, delegates pretending to be "neutral" (but with the Junior Slate) won in **Local 391**, while pro-Carey delegates won a rerun election in **Charlotte Local 71**. Hoffa running mate Thomas Ryan won the three delegates in **Philadelphia Local 107**.

Los Angeles Local 63 (17 delegates), the largest trucking local in the West, is expected to elect Carey delegates, with results due soon. Delegates from **San Jose, Calif., Local 287** (three delegates) and **Sacramento Local 150** (five reform delegates) are also in the Carey camp. Chuck Mack (on the Junior Slate) won the five delegates in **Oakland, Calif., Local 70**.

Some major UPS local unions have rejected their pro-Hoffa officers and elected rank and file reformers to go to the convention. These include **Philadelphia Local 623** (two delegates) and **Dallas Local 767** (five delegates), with more results due soon.

Who Will Have a Majority?

The Race for Delegates

Democracy is alive and well in our union, and making headway against powerful old guard resistance. The delegate elections show it. But we have a long way to go to bring the fresh air of democracy to all of the 550 Teamster local unions; in fact, in over half of all locals the delegates were elected by white ballot, without a vote.

Rank and file delegates, including TDUers, will be at the convention from locals from Muscle Shoals, Ala., Local 402 to San Diego, Calif., Local 481, and lots in between, from locals that sent old guard delegates last time.

In dozens of other locals, newly elected reform officers have been chosen as delegates, in a turn-around from the last convention. Some of these are Gary, Ind., Local 142 (seven delegates), Norfolk Va., Local 822 (two

delegates), Reading, Pa., Local 429 (six delegates), Wichita, Kan., Local 795 (two delegates), Allentown, Pa., Local 773 (five delegates), and Columbus, Ohio, Local 284 (five delegates), along with many others. In virtually every case, they sent old guard delegates five years ago, to vote against your rights, but not this time.

As noted in previous months, a number of new delegates and leaders will be at the IBT Convention from food processing local unions in California, whose members represent a very important group of "forgotten Teamsters."

In addition, there are large numbers of delegates who support moving our union forward, who have not previously aligned themselves with reform. These include the leaders of

Teamsters Canada and the leaders of new reform Joint Council 92 in California and JC 1 in Ohio. Some other joint council leaders, such as in downstate Illinois, are supporting Carey, stating they were wrong to oppose him in the past, as are many local leaders.

Even where the old guard remains strong, reform forces are growing. Junior Hoffa is bragging about the victory of the Hoffa-Hogan slate in the Chicago Local 705 delegate race. But in 1991, Carey won only 31 percent in Local 705. This month, Carey delegates took 47 percent. By this fall Carey should be able to win the local.

Old Guard Strength

But the old guard officials retain

tremendous wealth and power within our union, and are allied with the employers as well. In over half of all Teamster local unions, there was no election for delegates. It is here that the old guard forces have the most strength, where officials don't face a challenge.

Will the Junior Slate be able to get a majority of delegates to vote to weaken our union, to slash the funding of our union for organizing, corporate and strategic campaigns, and membership education? That appears to be an open question at this point in the delegate race. The answer could determine whether our union moves toward the future or the past, every bit as much as the election of International officers in November.

Rank and File Reformers Beat Hoffa Running Mates

The Junior Hoffa slate took a big hit in March when two candidates for In-



Scott Woll is one of 10 delegates from the Flight Attendants for Ron Carey elected by Local 2000 members. These rank and file Teamsters easily beat Hoffa running mate Dotty Malinsky.

ternational vice president were defeated in their own locals by rank and file slates led by TDU members.

In Cleveland Local 407 rank and file Teamsters on the Carey slate defeated Sam Theodus, a candidate for International vice president on the Junior Hoffa Slate. It shocked lots of people, but not Cleveland Teamsters. The members supported Theodus strongly in the past, when he stood for reform. Now that he takes multiple salaries and has joined the old guard, his credibility is melting like ice cream on a hot day.

Then 9,000 Teamster airline workers sent out another shock wave. In Local 2000, the national local of flight attendants, another Junior Hoffa running mate was blown out of the water by a rank and file slate. The Flight Attendants for Ron Carey easily defeated Dotty Malinsky, whose campaign was based on her running for International vice president on the Hoffa Slate.

This election is especially important because the vote among the largely female membership is an indication of the support among "forgotten Teamsters" that Carey has picked up.

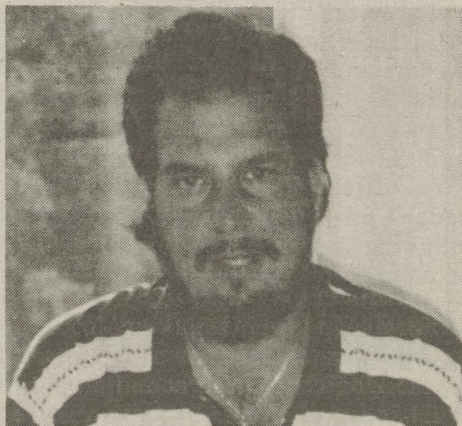
Statewide Sweep In Georgia!

When Paul Dattellas won the delegate race in Georgia Brewery Local 1129 on March 18, he completed a statewide sweep by Carey reformers and TDU members. All 15 delegates to the IBT Convention from Georgia are solidly in the reform camp.

Brother Dattellas says, "I tried to inform the members about the historical significance of the upcoming convention and election. We need to continue the reforms that the Carey leadership has initiated. I'm proud that this victory gives Carey supporters every delegate in Georgia."

What a change from 1991! Then former Southern Conference boss, "Junior" Jerry Cook, led a delegation from Atlanta Local 528. Not this time. His friends lost to the Hilbish Reform Team in Local 528. Carey delegates

also easily turned back a Hoffa slate in Georgia Local 728, after Junior Hoffa came to town to campaign against them.

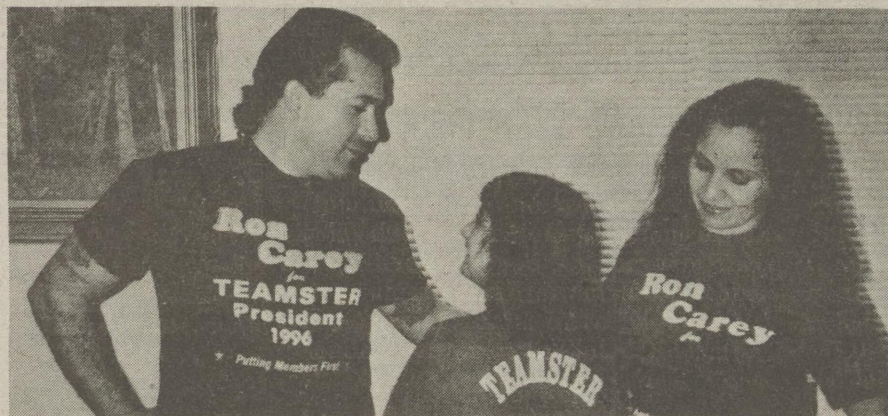


Paul Dattellas, newly elected delegate from Georgia Local 1129.



The Teamsters 4 Teamsters Slate swept in Houston Local 988 in a decisive victory over a Hoffa-backed slate. Pictured, from left, front row: Kathy Lane, Chuck Crawley, Dennis Bankhead; back row: R. Sam Levy, Tim Mardis and Abel Mosely. Not pictured is Billy Stewart.

Ron Carey Slate T-Shirts



George, Michelle and Rosemary Minori model Teamster Pride—Ron Carey for President t-shirts. George is a member of Local 439 in Stockton, Calif.

The Southern California Ron Carey Election Committee is offering attractive t-shirts to show your Teamster pride and support for the Ron Carey Slate.

Shirts are \$10 each, plus \$1 shipping cost, with a minimum of five shirts per order. Shirts are available in sizes M, L, XL, XXL and XXXL in navy, white, red or black. Be sure to state first and second color choices. Checks must be made out to Bruce Blake.

Send your order to Southern California Ron Carey Election Committee, 1101 West Rd., La Habra, Calif. 90631 or phone (301) 694-5831. Be sure to include your full name and address.

Inside Our Union

Tusino Ousted for Favoritism.

On March 14 Ron Carey suspended Worcester, Mass., Local 170 secretary-treasurer Ernie Tusino from office and membership for two years for discriminating against union members and practicing nepotism and favoritism in construction jobs. The National Labor Relations Board (NLRB) had already found Tusino guilty on the same matter, and the local union was forced to pay member Richard Welk nearly \$20,000 in back pay.

Tusino had admitted to the NLRB he discriminated against a union member who complained about arbitrary hiring procedures. Tusino and BA George Valeri also admitted they assigned construction jobs to family, friends and political supporters.

Carey also ordered that fair hiring rules be established to protect against nepotism and favoritism.

Eastern Conference Building Sold.

The International union sold the building in Maryland that formerly housed the Eastern Conference of Teamsters, a layer of bureaucracy that the Ron Carey administration abolished two years ago. The sale netted about \$1.6 million, which can now be used for union programs.

The Eastern Conference, until it was abolished in 1994, was headed by Walter Shea, who was never elected to any Teamster post, even shop steward. Before that it was headed by Joe Trerotola, who fostered infiltration of our union by organized crime in New York.

The most famous activity ever conducted by the Eastern Conference was a party in 1986 honoring then-IBT president Jackie Presser, who was carried in Roman style by four weight lifters. That single party cost the members \$647,960.

Fortunately, that wasteful structure was ended, although many old guard officials want to bring it back.

Office Workers at IBT Ratify Contract.

The office staff at the International union in Washington, D.C. has ratified their contract. The Office and Professional Employees International Union (OPEIU) represents some 200 workers at the IBT. They will now get cost of living increases, including retroactive payments. The contract settlement also approves changes made by the Carey leadership in the pension plan there, which cuts overly-generous pensions for highly paid officers but not for lower-paid employees.

New Jersey Local 194 Trusteeship to Protect Treasury.

Ron Carey ordered a trusteeship of Local 194 on March 18 to protect the union's remaining assets, after old guard officials apparently plundered the union treasury.

Auditors from the International union report that in the past four years over \$65,000 went to Christmas bonuses to officers and staff; \$22,000 went to officers as "negotiation bonuses" (!); \$54,000 to officers for unused vacations; \$18,500 to a former officer as severance. In addition, the auditors report that the union sold a Cadillac to a former officer for half its estimated value.

Local 194 has about 1,250 members in bakery and related industries.

Employer Rep Joins Hoffa Campaign.

Norman Weintraub, who left employment as economist for the IBT to take a post in trucking management after Ron Carey was elected, is now working with the Junior Hoffa campaign.

Weintraub, while collecting a lucrative Teamster official's pension, went to work as an executive on the board of St. Johnsbury Trucking in May of 1993. Shortly after, St. Johnsbury launched an attempt to bust out of the National Master Freight Contract by insisting on large pay cuts. When the union declined the offer, St. J ceased operations.

It's only fitting that he now has connections with the Hoffa campaign.

Support Detroit Newspaper Workers on Strike.

Detroit newspaper workers, including many Teamsters, have been on strike since July 1995. The Detroit Newspaper Agency has made its intentions clear: they want nothing less than a nonunion workforce. The strikers have received strong support from the Detroit labor community, but the newspaper giants are waging a fierce battle.

What can you do to help this battle against union busting? You can subscribe to the *Detroit Sunday Journal*, the strikers' weekly newspaper. A three-month subscription is only \$15. You'll be helping the strikers, and also get weekly reports on how the strike is progressing.

Mail your subscription to The *Detroit Sunday Journal*, Attention: Mail Subscriptions, 3100 E. Jefferson, Detroit, Mich. 48207-5052. Be sure to include your full mailing address.

Hoffa Wins Delegate Spot 'Unanimously'

James Hoffa Junior put out a national flyer celebrating that he was "unanimously elected a delegate" from Pontiac, Mich., Local 614. Sure enough, Hoffa will be a delegate from Local 614. But here is what Junior forgot to mention in that announcement.

- No one dared to run against him in Local 614, a union whose leader, Mike Bane, has a documented history of violence against rank and file Teamsters who dissent.
- Mike Bane, Hoffa's sponsor for delegate, is one of the Juniors. His dad Joe Bane went to prison, fronting for Junior Hoffa's dad. Mike himself went to prison for embezzling union funds. There's a lot of family history here that Hoffa can take pride in. (Is that the "pride" he

wants us to restore?)

- Hoffa recently hopped into Local 614, escaping Local 283 when it became clear that members there were sick of him. Indeed, they recently elected reform officers, and Junior could not get elected a delegate from 283 to save his soul. (In 1991, Hoffa claimed to the Election Officer that he had a "special relationship" to Local 283. What happened to that?) But as a lawyer, not a Teamster, Junior Hoffa just arbitrarily hops from one local to another to find a safe haven.

One final thought: do you think Ron Carey put out a big national announcement when he was elected a delegate by the 7,000 members of Local 804?

Employers Not Invited to IBT Convention

Ron Carey announced another new policy for the Teamsters union in early March: employers will not be part of the IBT Convention to be held July 15-19 in Philadelphia. Carey stated that, "This convention is going to be about challenging corporate greed ... not about schmoozing with management over drinks."

This will be the first IBT Convention in decades which will not include employers, who were always warmly welcomed by old guard officials. At the 1991 convention, a motion was raised to not invite employers in the future, but it was rejected by the old guard delegates who were the great majority. UPS, Yellow Freight, and other big

employers were on hand to lobby delegates.

On one crucial vote at the 1991 IBT Convention, Local 776 president Tom Griffith took the mike to point out that UPS management was lobbying delegates against his motion to give members the right to vote on all supplements to master contracts.

Neither the employers nor Junior Hoffa are happy with the new policy. Ian Hunter, executive director of the National Auto Transporters Labor Division, responded to Carey by claiming he wanted to attend for "educational" purposes. Richard Leebove, spokesman for Junior, also criticized the new policy, calling it a "cover-up."

Miami Local Placed in Trusteeship

Nepotism in the Movie Industry

Teamster jobs in the movie industry are some of the most lucrative in the union. A member in the movie division could earn double the salary of freight or other Teamsters. However, despite written referral rules by the local, getting and keeping such a job in Miami Local 390 seemed to depend on being a relative or friend of Clarence Lark.

Local 390 president Clarence Lark, his wife and brother-in-law (transportation captains Joyce Lark and Larry Crenshaw) and secretary-treasurer John Taylor have all been suspended from office, and Local 390 placed under trusteeship by the International following an investigation by the Independent Review Board (IRB). The investigation showed that jobs were awarded on the basis on nepotism and favoritism. Members made cash donations to Lark and Taylor for birthday and Christmas presents and contributions to their election campaign funds. One member called the "gifts" an "insurance policy."

Lark and Taylor denied the charges. "Just because people are my relatives that shouldn't deny them an opportunity to work," Lark told the Miami Herald.

Ron Carey appointed International rep Vincent Hickman as trustee to the local on March 4. Hickman will investigate the charges to determine if a formal hearing is called for.

Since taking office, Carey has placed 61 locals under trusteeship in an effort to rid our union of corruption.

Attend the IBT Convention!

All Teamster members and retirees are welcome to attend the Teamster Convention, July 15-19 in Philadelphia.

To arrange housing or for more information, call the Teamsters Convention Office at (202) 624-6900.

GROCERY NEWS

National Coordination Needed

Old Guard Ghosts Haunt Frito-Lay Teamsters

At a time when many Teamster employers face stiff competition, Frito-Lay, the giant of the salty snack food industry, can boast huge profits and a market share nearing 50 percent of the domestic market. Much like UPS in the 1980s, Frito is growing by leaps and bounds.

Good news for the thousands of Teamsters at Frito? Not exactly. During the latest round of contract negotiations Frito pushed through major work rule changes and stuck most Teamsters with one-time bonuses rather than real yearly increases in base wages or commission. Despite stiff opposition in some areas, Frito got away with it. How did they do it?

Uncoordinated Bargaining

Frito contracts are bargained



Nashville Sweeps!

The Rank and File Teamsters for Ron Carey Slate (pictured above, left to right: David Tanksley, Jim Waggoner and Matt Studd) won an impressive victory over Local 327 officers Dave Hodgin and Jimmy Neal. "The members of Local 327 made a very loud statement. Reform must continue, the members must be first," said Matt Studd of Cassens Transport. "In 1991 this local sent delegates to the convention that opposed reform and Ron Carey. This time the members were armed with the facts and voted an informed vote. We thank TDU for helping us. TDU has given us the tools and the blueprint, and that's all the members needed."

Also in Nashville, delegates for Ron Carey in Local 480 swept all four delegate spots and four alternate positions by a three to one margin.



THE SAN JOAQUIN VALLEY RON CAREY '96 COMMITTEE has outfitted this RV to serve as a campaign vehicle. In recent weeks it has appeared at a Modesto, Calif., campaign meeting for the Carey slate, as a command post for VP candidates Ken Mee and Tom Leedham at grocery warehouses in the Tracy, Calif., area, and as a campaign vehicle for the Teamsters for Carey Slate '96 in Stockton Local 439.

separately. Expiration dates aren't even coordinated, so each local goes up against one of the largest multinationals on its own. Our weak link is Frito's advantage, and they use it well. Once a pattern is set with one local, others fall like dominoes.

This unfortunate system goes back to the bad old days in our union. Over 20 years ago some Frito-Lay members and locals pushed for a national contract. The effort was quickly squashed, not just by the company, but by their friends in our union, old guard officers like Bobby Holmes from Detroit Local 337. Back then, when Frito was small, it probably didn't seem like a big setback. Today, with Frito growing and demanding new work methods and rules, the impact is huge and the old guard Teamster ghosts are coming back to haunt us.

AFL-CIO: Early Endorsement for Clinton

The AFL-CIO called its first special convention in 41 years on March 25 to consider labor's role in the upcoming national elections. Delegates voted to endorse the reelection of Bill Clinton and to adopt a special dues assessment of \$25 million to help pay for union political activities.

The vote to endorse the President's reelection bid was not unanimous, however. The Teamsters and the Longshoremen voted to not endorse. Ron Carey was quoted by Reuters news service as wanting to delay the measure until the Teamster membership could be consulted and to demonstrate the International union's continuing concern over NAFTA and other trade measures. "I think to make an endorsement at this time, without more meat on the bone, is a mistake," Carey said.

The AFL-CIO hopes to train 100 union activists in each of 435 congressional districts and launch a massive advertising campaign to increase the union vote and promote labor issues.

Recent negotiations in the New York-New Jersey metro area show how the system works for Frito, and also provide an example of what can be done when members stand up to the company. Of the three locals in the area, locals 802 and 194 quickly reached agreements, following the pattern set by several other locals. But members of Local 966 took a strong stand against company demands, especially the bonus arrangement. In the face of a great deal of pressure they held out for a better agreement, pushing negotiations right up to the holidays when Frito would be most concerned about the threat of disruption. In the end they won significant new language protecting against route cuts and against other changes

proposed by the company—language won by no other local—but were unable to turn aside the company's agenda on pay or work rules.

Local 966 members showed it is possible to force Frito to negotiate, but real progress will only be made when members from many locals start working together. Years ago UPS Teamsters successfully organized a national network to build pressure for better contracts. It's time Frito-Lay Teamsters put the same strategy to work. Even sharing information on a national or regional level would be a big boost.

Contact the Frito-Lay Committee through TDU, P.O. Box 10128, Detroit, Mich. 48210 (313) 842-2600 and help us build toward better working conditions and a strong national contract.



Teamster vice president Ken Mee and Warehouse Division director Tom Leedham talk to members at the Tracy, Calif., SDI warehouse. Mee and Leedham are both candidates on the Ron Carey slate.

Carey Campaign Gears Up

The Ron Carey Campaign has hired new staff members to put the campaign into the streets, the shops and the local unions. New literature, new materials and new ways to help Teamsters campaign are now available.

Brochures, buttons, palm cards, hats, bumper stickers and more can be

obtained, along with information on the campaign, by contacting the new Carey headquarters.

Want to get involved?

Phone the Carey Campaign at (202) 393-8197, fax to (202) 637-9857, or write to Box 77067, Washington, D.C. 20013.

Trustees to Pay Michigan Fund

Trustees of the Michigan Conference of Teamsters Health and Welfare Fund have agreed to a federal consent order and will pay back \$724,000 in restitution to the fund. The six trustees are charged with failing to properly monitor the financial affairs of the Michigan fund during a five-year period, from April 1989 until March 1994, during which time the fund's administrator, Gerald Wiedyk, was involved in a criminal kickback scheme in which he received payments of \$458,000 from a service provider of the fund. Wiedyk was convicted in federal court and is currently serving a two-year sentence.

The U.S. District Court in Ann Arbor, Mich., also found that the trustees failed to monitor the fund and allowed excessive payment for unnecessary entertainment, travel and other

administrative expenses. Also cited were unjustified expenses paid to political and charitable organizations, the sponsoring of a golf outing and the prohibited sales of vehicles belonging to the fund to fund employees.

SAVE THE DATE!

1996 TDU Rank & File Convention

October 11-13
Henry VIII Hotel
St. Louis

Exciting New Labor Movie

'Diana Kilmury: Teamster'

In today's TV, media, and film, one rarely finds positive portrayals of unionists, and Teamsters in particular. Teamsters often end up looking like a character from *Smokey and the Bandit* rather than a Norma Rae.

Not so with the new movie *Diana Kilmury: Teamster*, which premiered on the Canadian television network on March 17. *Teamster* tells the true story of the 14-year journey of a woman drawn to the Teamster reform movement through her own frustration with corruption in Vancouver Local 213,

and ends in her election as the first woman vice-president of the IBT.

The film got rave reviews across Canada in *TV Guide* and major newspapers and magazines. Labor leaders such as Teamster Canada president Louis Lacroix, Canadian Auto Workers president Buzz Hargrove, and TDU organizer Ken Paff (who is portrayed in the film) joined Kilmury at the Toronto premier on March 6.

The movie shows both Diana's private and public life, and portrays their intersection through the tragic car accident that left Diana unable to drive for three years and left her then 9 year-old son critically injured. This was the event that became a catalyst for her life-long activism for justice.

The bulk of the movie is focused on Diana's intense activism, from her early involvement fighting the unjust removal of TDU activist Jack Vlahovic as principal officer of 10,000-member Local 213, to her rousing speech calling for an ethical practices committee on the floor of the 1981 Teamster Convention in Las Vegas, to finally being elected in 1991 as a vice president on the Ron Carey slate in the first rank and file election in Teamster history.

It's a story that parallels the rise of TDU and reflects in different ways the

stories of hundreds of rank and file Teamster heroes who sacrificed to build a movement.

Women in Unions

Kilmury's fight is also one that breaks down stereotypes of women unionists. There are some 300,000 women members in the Teamsters union, but until 1991 women had little opportunity to have their voices heard in our union. Ironically, there are fewer women in union boardrooms than corporate boardrooms. Kilmury has spearheaded efforts to build women's participation in our union, holding conferences and workshop sessions in locals across the union. And beneath the surface of Kilmury's activism, the film uncovers the barriers she faced as a woman fighting in the union democracy movement.

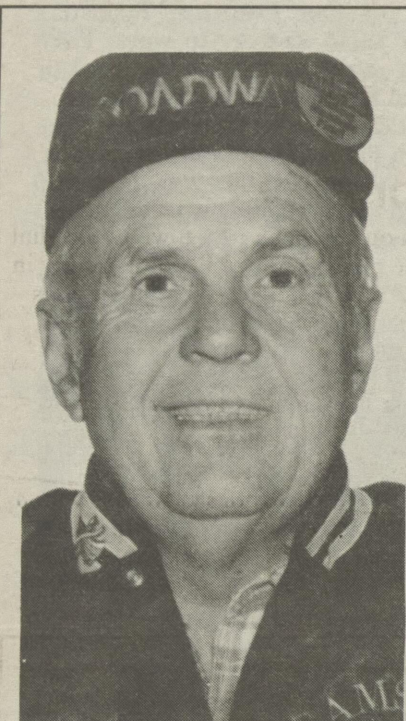
The folks who brought this film to reality are solid labor supporters. The writers, producers, and actors were committed to getting the project done and donated a chunk of their time to make sure it reached completion. The producers are working to have it shown on a U.S. television network.

Diana Kilmury: Teamster is a movie that every North American should see. Through the story of a real-life labor hero, it shows how rank and file ac-

tivism in the unions and on the job can really affect positive change and put the power back where it belongs — in the hands of working women and men.



Diana Kilmury, left, with Barbara Williams, the actress who portrayed Diana.



Scott Cunningham
Local 886 Convention Delegate
Oklahoma City

Junior Hoffa would have us believe that he can take us back to those "good ol' days" before deregulation. That he, and he alone, can turn things around in the freight industry and restore the power we once enjoyed in the 60s.

As a freight Teamster for 35 years I have come to realize that we are not going to turn anything around without a fight. I am proud of Ron Carey's track record, not only in his willingness to take on the big freight companies, but UPS and Ryder as well.

The image of these corporate giants trembling at the very mention of the "Hoffa" name is laughable. They fear only the collective membership. One that is educated and organized to take them on. It is the only way we will get anything back that we have lost. Carey understands this and has successfully applied this strategy during negotiations. Junior Hoffa is about as intimidating as the Pillsbury Dough Boy.

Reform is coming to our union and to help it along we will be starting a new TDU chapter in Oklahoma City. You build a house from the bottom up. You build a movement the same way.

Majority, But Not Two-Thirds

Bylaw Reforms Fall Short in Conn. Local 677

A majority of Waterbury, Conn., Local 677 members voted in favor of rank and file bylaw reforms proposing elected stewards and salary caps for officers in the 2,200-member local. The proposals fell short of the required two-thirds majority, but for the second year in a row have sent a shot across the bow of the local's old guard leadership. John Guzowski, a rank and file activist in the local, says, "It's clear that the members want a change. We've carried the majority two years in a row and that's all it will take when the delegate election ballots are counted on April 30."

The rank and file salary cap proposal would have reduced annual officer income by \$20,000 and tied all future increases to the rate of annual raises in the freight contract. All salary proposals would be subject to direct approval by the members. Local president Jay Gilmore defended their \$80,000-plus salaries, claiming they "could" be more like New Haven Local 443 where principal officer Tony Buonpane bagged nearly \$135,304 in 1994. Don't do the members any more favors, Jay.

Do They Know What a Scab Is?

Recording-Secretary Cliff Socquet suggested that an officer who would work for less money was nothing but a scab and that the proposed amendment was nothing but a scab proposal. The officers seemed to have a harder

time identifying a scab when they kept their UPS Teamsters working during the one-day UPS safety strike.

Two-Thirds Vote For Reform, But Bylaws Remain Unchanged

Two proposals on elected stewards were set up to fail because of the local's unorthodox method of balloting. The rank and file proposal for elected stewards at every worksite received a majority with 167 votes. The officers, who opposed elected stewards one year ago, proposed an amendment for elected stewards that excluded all construction Teamsters. Their proposal got 62 votes.

But rather than have members vote yes or no on each proposal, the officers combined the proposals onto one ballot with a third option to maintain the current bylaws. This option received 88 votes, less than one-third of the total votes cast. In the end, 72 percent of local members voted in favor of one or another form of elected stewards, but were left to face another year of hand-picked stewards by the local officers.

Many members believe that when the officers realized their proposal would not carry enough votes to dilute the rank and file vote they schemed to rig the vote with this unorthodox balloting method. A request for clarification on proper voting methods is being submitted to the Ethical Practices Committee.

Video Tapes Available

A limited number of video tapes of *Diana Kilmury: Teamster* are available. Order from TDU by mail or phone. Make \$20 check (includes shipping and handling) payable to TRF. Get yours now, and be sure to make it available to other Teamsters and union members in your area.

Seattle Teamsters Affirm Support for Organizing

Teamsters in Seattle Local 174 rejected a proposed bylaw amendment that would have severely limited local funding for organizing drives. The proposal would have limited local spending on organizing to the local's special Organizing Fund that collects \$2 per member per month in the 6,000-member local. Such a limit would have reduced the size of the local's organizing program and bankrupted the Organizing Fund within three years. The fund was established in 1993 by the local's reform officers to increase spending on organizing new members, a program that was woefully underfunded by previous old guard administrations.

Members gave their vote of confidence on the local's policy to maintain an aggressive program of new-member organizing.

On average, Teamster locals spend less than five percent of their local union budgets directly on organizing. The International currently spends 15 percent of its total budget on organizing and is working to encourage local unions to invest more resources in our futures. Since implementing the Organizing Fund in Local 174, members have seen a threefold increase in the number of workers voting for Teamster representation.

LETTERS FROM OUR MEMBERS

Junior Hoffa's 'Bill of Rights'

Today I received the March issue of the *Teamster* magazine. I immediately turned to the accredited candidates' campaign material, and as usual I found Jimmy Hoffa Junior's campaign literature amusing. Is this the same Hoffa Junior who promised strike benefits to members in Ohio last year, with a dues increase? Not only did Junior fail to come through for those Teamsters, he is now promising in his Bill of Rights that he will fund a national strike fund without a dues increase. Yeah, right.

As for his promises to get a strong Master Freight Agreement, I only need to look at recent actions in my local to discount that pledge. Local 430 officers recommended to Preston Trucking employees that an agreement to freeze wages was in accordance to Preston Trucking needs. The Local 430 officers support Hoffa Junior. Now, if they support Junior and Preston wage freezes, do you really think Junior will manhandle the other companies in the National Master Freight Agreement?

As a member of a local whose officers support Hoffa I have witnessed outgoing officers receiving severance pay, while the Executive Board tried to talk the local's stewards into giving back a bylaw provision that allowed stewards to be compensated for their monthly dues. The stewards certainly deserve to have their dues paid, especially when you consider that they average about 50 percent less in wages than a business agent who drives to work in a Teamster-paid vehicle.

When you witness your local union approving givebacks, all the while blocking President Ron Carey's proposed strike fund, one must wonder about the credibility of Jimmy Hoffa Junior.

Todd Furst
Local 430, Fleming Foods
York, Pa.

Local President Responds to Article

As President of Teamster Local 120, I would like to respond to an article in your publication of February 1996.

Concerning the article on walk-in voting [Yates Cites 'Confusion,' But Loses Bid for Walk-in Vote], as you know the Election Officer Rules provide for a walk-in vote with "compelling reasons." At the Local 120 general membership meeting in September 1995 the membership was asked whether they preferred a walk-in or mail-in voting procedure. The officers and agents, including myself, felt this issue should be decided by the membership. The issue was debated, pro and con, resulting in a motion to continue Local 120's practice of walk-in voting. The motion passed by unanimous vote.

As the Local 120 Election Plan was written, the foremost "compelling reason" for a walk-in vote was the **unanimous request of our membership**, decided by a democratic vote. Local 120 has historically conducted walk-in voting by the members. It is unfortunate that the word **confusion** is taken so dramatically out of context and reprinted with **malice toward its intent**. As elected officers and agents of the membership, we take our direction from the membership and we honor their requests.

I thank you for the opportunity to respond in your publication.

Harold Yates
Local 120 president
St. Paul, Minn.

More Former Local 320 Officers Go to Employers

Since last month's *Convoy Dispatch* article on former Local 320 recording secretary and old guard organ Jack Mogelson taking a position with the Employers Association, the local media reported that two more of our suspended officers have also found homes with the employers.

Former president Robert Weisenburger is now negotiating against public workers for the city of St. Paul, whose mayor's first act in office was to renege on a contract settlement with city workers in order to reduce pension benefits.

Former vice president Larry Bastian is now working at the Minnesota Department of Employee Relations. He joins his nephew and former Local 320 attorney, Department of Labor and Industry head Gary Bastian, in carrying out the dirty work for Minnesota's anti-worker governor Arne Carlson. Carlson's years in office have included vetoing minimum wage increases, pay freezes for public employees, and pushing legislation that radically reduced injured workers' benefits under workers compensation. (This last item has been Gary Bastian's pet project.)

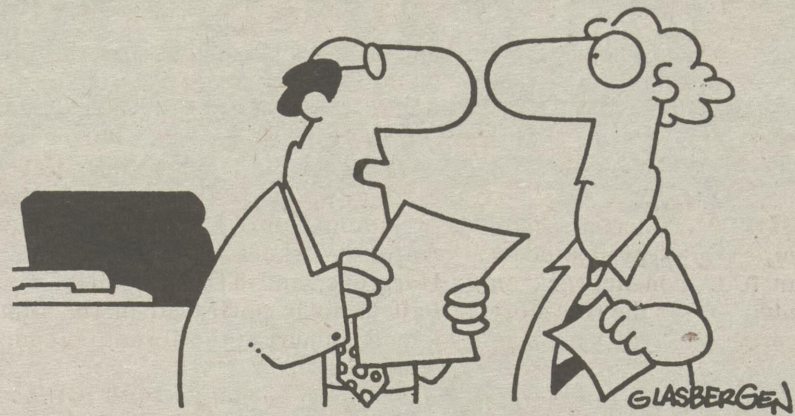
Herman Johnson, a 33-year Teamster and TDU member running on the Rank and File Slate for local union trustee, said, "Who else are they going to work for but the people they have been helping all this time?"

Thank you for your excellent article.

Erik Jensen
Local 320, University of Minnesota
Minneapolis

'TDU Was There'

It is with great pleasure that I write this letter to acknowledge my appreciation to Don Stone and TDU. After five years of being on workers compensation from my job in Michigan Local 328, I am back to work. These five years were very difficult for my family and myself. However, when we needed advice, moral



"I want the public to think of us as 'The Company With A Heart'. But I want you to think of us as the company that will chew you up, spit you out and smear you into the carpet if you screw up."

support and guidance to resources that helped me return to work, TDU was there. Without TDU I would not have been able to make it through the hard times.

I am proud to say that I am a TDU member, and that I had TDU's help when I was down and out. I will never forget the kindness and caring that the TDU staff projects to the real Teamsters of our union, the workers. TDU has made me a believer in the word solidarity.

William Nelson
Local 328, UPS
Escanaba, Mich.

Important Issues for Retirees

I am in complete agreement with the TDU Steering Committee's agenda for the upcoming Teamster convention. However, I am disappointed that they did not include giving retirees the right to vote and a COLA for all pension funds. These are important issues for retirees and I would hope the steering committee would consider including them in the TDU agenda.

Jerry Gaimari
Local 404, retired
Springfield, Mass.

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(313) 842-2600

Correction

In our March edition we noted that three members of the Volpe family in New York Local 817 got movie jobs in the making of "Dead Man Walking". Richard Volpe, President of Local 550, informs us that we erred in reporting that they are related to him. We regret the error. Actually they are related to a member of the Executive Board of Local 817, which is headed by Thomas O'Donnell (who is on the Hoffa Slate) and his son.

TDU Meets

ATLANTA

Second Saturday each month
John C. Birdine Community Center
215 Lakewood Way S.E.

ARIZONA

Saturday, April 20
1 p.m.
2210 W. Morten, Phoenix

CLEVELAND

Sunday, April 14
2 p.m.
VFW Hall
2133 W. 131 St.

EAST BAY, CALIF.

Saturday, May 11
10 a.m.
Call (510) 653-3865 for information.

SAN JOAQUIN VALLEY

Saturday, April 27
10 a.m.
Jimmy's Restaurant
1405 Yosemite Ave.
Manteca, Calif.

SOUTHERN CALIFORNIA

Sunday, April 14
9 a.m.
VFW Hall
101 S. Main St., Pomona, Calif.

MOVING?

Be sure to notify TDU of any change of address. Contact the TDU office at P.O. Box 10128, Detroit, Mich. 48210 or call us at (313) 842-2600.

Live, in person

JUNIOR HOFFA

AND THE

"HOFFA NO DUES INCREASE SLATE"



A Detroit Local 299 event for the Hoffa delegate slate advertised: "Live, in person — James P. Hoffa and the 'Hoffa No Dues Increase Slate' " along with music by The Country Boys and free beer and hot dogs.

The Facts

The facts are that Ron Carey has cut bureaucracy, cut perks, and used the money saved to launch new organizing, membership education and strategic campaign programs. Hoffa will cut all those programs to restore the pork.

The facts are that our strike fund was spent down to zero because the benefits of \$200 were not supported by any funding mechanism. Ron Carey did not "bankrupt" anything. He paid out over \$100 million to members in strike benefits in accord with our IBT Constitution.

The facts are that the Juniors have, over many years, increased our dues, wasted our union funds, created multiple pension plans for themselves, bought private jets with our money, and stolen from our pension plans. Through their control of most joint councils and locals, they hold the bulk of Teamster funds right now.

Then they have the nerve to call themselves the "No Dues Increase Slate"!

Junior Hoffa is claiming that he's the "No dues increase" candidate.

- ♦ **To rank and file Teamsters** he promises to pay \$200 strike benefits with no income to fund the \$30 million a year it will cost. Where will that money come from? (His similar promise in his Ohio-Michigan Strike Fund lasted eight weeks before it went bust.)
- ♦ **To old guard officials** he promises to restore a multiple pension plan for officials, the Affiliates Plan, which Ron Carey froze. This perk will cost \$15 million a year! Where will that money come from?
- ♦ **To the Juniors** (his running mates) he promises to restore dozens of multiple salaries and maybe even the Area Conference bureaucracy. This will cost \$11 million a year. Where will that money come from?
- ♦ **WHICH PROMISES WILL HE KEEP?**

Where We Stand

- ♦ We need to expand new programs to build our union, not cut them.
- ♦ We need to provide earmarked funding to build up our strike fund to defend all Teamsters against union-busting employers.
- ♦ We don't need to restore the \$15 million a year multiple pension plan that the Hoffa Slate longs for, or the \$11 million a year Area Conference multiple-salary scam, or to bring back do-nothing relatives on the union payroll.